



# Disadvantaged Business Enterprises

LOUISIANA DEPARTMENT OF TRANSPORTATION & DEVELOPMENT

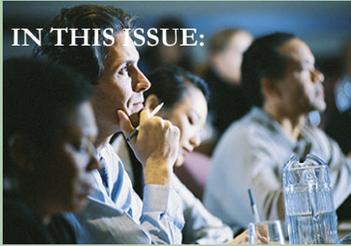


## Tuesday/Thursday Breakfast Social and Discussions

### Bates Management

February 5, 2014

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**Highlights** – SJB Group DBE Supportive staff, Mr. Kenyatta Sparks (DBE Program Assistant), held another successful Breakfast Social meeting with Mr. Ryan Bates with Bates Management to discuss the types of services provided to him through the DBE Supportive Services Program and to see what he needed immediate assistance with. Mr. Bates requested information about contracting opportunities with DOTD, bidding on projects, marketing, networking, and maneuvering LADOTD’s website. In addition to addressing those concern, DBESS also provided him with a copy of the Directory of Contractors’ Booklet, the Directory of Engineers’ Booklet, so he can begin marketing his firm’s services with their companies.

We would like to thank Mr. Bates with Bates Management for taking time out of his busy schedules to meet with us here at SJB Group and look forward to assisting him in the future growth of his business.

If you are interested in attending our Breakfast Social Discussion meeting, please call Mr. Sparks at (225) 769-3400. These meetings are held on Tuesdays and Thursdays from 10:30am to 11:30 am, at the SJB Group Office, 5745 Essen Lane, Suite 200, Baton Rouge, Louisiana.



LA DOTD Compliance Office  
 1201 Capitol Access Road  
 Baton Rouge, Louisiana  
 70802  
 (225) 379-1232



## OSHA Safety Article.....

### ERGONOMICS

#### Prevention of Musculoskeletal Disorders in the Workplace

Musculoskeletal disorders (MSDs) affect the muscles, nerves and tendons. Work related MSDs (including those of the neck, upper extremities and low back) are one of the leading causes of lost workday injury and illness. Workers in many different industries and occupations can be exposed to risk factors at work, such as lifting heavy items, bending, reaching overhead, pushing and pulling heavy loads, working in awkward body postures and performing the same or similar tasks repetitively. Exposure to these known risk factors for MSDs increases a worker's risk of injury.

But work-related MSDs can be prevented. Ergonomics --- fitting a job to a person --- helps lessen muscle fatigue, increases productivity and reduces the number and severity of work-related MSDs.

#### Impact of MSDs in the Workplace

Work related MSDs are among the most frequently reported causes of lost or restricted work time.

- In 2011, the Bureau of Labor Statistics (BLS) reported that industries with the highest MSD\* rates include health care, transportation and warehousing, retail and wholesale trade and construction.
- According to BLS, the 387,820 MSD cases accounted for 33% of all worker injury and illness cases in 2011.

#### A Process for Protecting Workers

Employers are responsible for providing a safe and healthful workplace for their workers. In the workplace, the number and severity of MSDs resulting from physical overexertion, as well as their associated costs, can be substantially reduced by applying ergonomic principals.

Implementing an ergonomic process has been shown to be effective in reducing the risk of developing MSDs in industries as diverse as construction, food processing, office jobs, healthcare, beverage delivery and warehousing. The following are important elements of an ergonomic process:

- **Provide Management Support** - A strong commitment by management is critical to the overall success of an ergonomic process. Management should define clear goals and objectives for the ergonomic process, discuss them with their workers, assign responsibilities to designated staff members, and communicate clearly with the workforce.
- **Involve Workers** - A participatory ergonomic approach, where workers are directly involved in worksite assessments, solution development and implementation is the essence of a successful ergonomic process. Workers can:
  - ◇ Identify and provide important information about hazards in their workplaces.
  - ◇ Assist in the ergonomic process by voicing their concerns and suggestions for reducing exposure to risk factors and by evaluating the changes made as a result of an ergonomic assessment.



## OSHA Safety Article.....

- **Provide Training** - Training is an important element in the ergonomic process. It ensures that workers are aware of ergonomics and its benefits, become informed about ergonomics related concerns in the workplace, and understand the importance of reporting early symptoms of MSDs.
- **Identify Problems** - An important step in the ergonomic process is to identify and assess ergonomic problems in the workplace before they result in MSDs.
- **Encourage Early Reporting of MSD Symptoms** - Early reporting can accelerate the job assessment and improvement process, helping to prevent or reduce the progression of symptoms, the development of serious injuries, and subsequent lost-time claims.
- **Implement Solutions to Control Hazards** - There are many possible solutions that can be implemented to reduce, control or eliminate workplace MSDs.
- **Evaluate Progress** - Established evaluation and corrective action procedures need to be in place to periodically assess the effectiveness of the ergonomic process and to ensure its continuous improvement and long-term success. As an ergonomic process is first developing, assessments should include determining whether goals set for the ergonomic process have been met and determining the success of the implemented ergonomic solutions.

*Note:* An ergonomic process uses the principles of an Injury and Illness Prevention Program to address MSD hazards. Such a process should be viewed as an ongoing function that is incorporated into the daily operations, rather than as an individual project.

How do I find out about employer responsibilities and worker rights?

Workers have a right to a safe workplace. The law requires employers to provide their employees with working conditions that are free of known dangers. The OSHA law also prohibits employers from retaliating against employees for exercising their rights under the law (including the right to raise a health and safety concern or report an injury). For more information see [www.whistleblowers.gov](http://www.whistleblowers.gov) or worker rights.

OSHA has a great deal of information to assist employers in complying with their responsibilities under the OSHA law.

OSHA can help answer questions or concerns from employers and workers. To reach your regional or area OSHA office, go to OSHA's Regional & Area Offices webpage or call 1-800-321-OSHA (6742).

Small business employers may contact OSHA's free and confidential on-site consultation service to help determine whether there are hazards at their worksites and work with OSHA on correcting any identified hazards. On-site consultation services are separate from enforcement activities and do not result in penalties or citations. To contact OSHA's free consultation service, go to OSHA's On-site Consultation webpage or call 1-800-321-OSHA (6742) and press number 4.

Workers may file a complaint to have OSHA inspect their workplace if they believe that their employer is not following OSHA standards or that there are serious hazards. Employees can [file a complaint](#) with OSHA by calling 1-800-321-OSHA (6742), online via [eCompliant Form](#), or by printing the complaint form and mailing or faxing it to your local OSHA area office. Complaints that are signed by an employee are more likely to result in an inspection.



## **OSHA Safety Article.....**

If you think your job is unsafe or you have questions, contact OSHA at 1-800-321-OSHA (6742). It's confidential. We can help. For other valuable worker protection information, such as Workers' Rights, Employer Responsibilities, and other services OSHA offers, visit OSHA's Workers' page.

### **Examples of Musculoskeletal Disorders (MSDs)**

- Carpal tunnel syndrome
- Tendinitis
- Rotator cuff injuries (a shoulder problem)
- Epicondylitis (an elbow problem)
- Trigger finger
- Muscle strains and low back injuries

Source: Bureau of Labor Statistics, 2011

\*BLS defines musculoskeletal disorders (MSDs) to include cases where the nature of the injury or illness is pinched nerve; herniated disc; meniscus tear; sprains, strains, tears; hernia (traumatic and nontraumatic); pain, swelling, and numbness; carpal or tarsal tunnel syndrome; Raynaud's syndrome or phenomenon; musculoskeletal system and connective tissue diseases and disorders, when the event or exposure leading to the injury or illness is overexertion and bodily reaction, unspecified; overexertion involving outside sources; repetitive motion involving microtasks; other and multiple exertions or bodily reactions; and rubbed, abraded, or jarred by vibration.

This article was taken from the OSHA website at [www.osha.gov](http://www.osha.gov). We encourage you to share this valuable information with your employees.



## EVENTS & WORKSHOPS

### [Covington -- Your Place for Business](#)

Thursday, February 26, 2015 8:30 AM to 11:30 AM

The purpose of this workshop is to introduce people who are interested in opening their business in Covington and further assist current businesses in our City to provide the tools and resources to prosper.

Speaker: Guest speakers at the workshop include: Parish President Pat Brister Mayor Mike Cooper City Councilman Larry Rolling, District D City of Covington Director of Administration, Gina Hayes St. Tammany Economic Development, Brenda Bertus North Shore Area Board of Realtors (NABOR), David Holloway U.S. Small Business Administration (SBA), Melissa Daigrepoint Louisiana SBDC at Southeastern Louisiana University SCORE, Sandy Hughes Covington Business Association (CBA), Brad Schroeder

Location: [Greater Covington Center, Covington](#)

### [Startup To Expansion](#)

Thursday, February 26, 2015 1:00 PM to 5:00 PM

Business Solutions This program is designed for women-owned and minority-owned businesses to learn about resources and programs that could contribute to business growth. Learn about national programs, their benefits, and the steps to receive certification. LEDA and LSBDC will also share information about local services and resources. Learn about: Organizations and Services Small Business Development Center Lafayette Economic Development Authority Small Business Administration Women's Business Enterprise Council South Southern Region Minority Supplier Development Council Programs and Resources Learn about programs, benefits and how to become certified: Louisiana Economic Gardening Initiative, Small Business Loan Guarantee Program, Enterprise Zone, Quality Jobs, HubZone Program, Women's Business Enterprise Certification, Minority Business Enterprise Certification and more!

Location: [Louisiana Immersive Technologies Enterprise \(LITE\), Theatre, Lafayette](#)

### [Contractor's Training Institute - Project Management](#)

Tuesday, March 03, 2015 5:30 PM to 8:30 PM

This session of the Contractor's Training Institute will cover Project Management. At the end of the sessions you will have a thorough understanding of the process of project management, obtaining the skills and competencies required for relationships with contracts and suppliers of goods and services. Contractual Relationships, The Written Contract, The Essential Elements of Contracts, Types of Construction Contracts, Contract Documents between Owner and General Contractor, Analysis of Basic Owner Contract Agreement and Provisions of General Conditions, Selecting and Contracting with Sub-Contractors. Sessions will be on March 3, 10 & 17, 2015.

Location: [LSBDC at Southern University: Main Office, \\*Baton Rouge](#)

Fee: \$ 20.00

### [Microsoft Excel](#)

Friday, March 13, 2015 9:00 AM to 12:00 PM

This workshop is highly recommended for all individuals interested in obtaining the essential skills for producing professional work with the Microsoft Office Excel. Topics of discussion will include: Understanding the basics of spreadsheets, Creating a spreadsheet with a chart; and Using Formulas in Excel.

Location: [Louisiana Technology Park, Baton Rouge](#)

### **Business Plan**

#### [Business Planning](#)

Tuesday, March 10, 2015 4:00 PM to 7:00 PM

This workshop is highly recommended for all individuals interested in obtaining funding and determining what documents to take to the bank. Understanding the loan process will improve your chances of meeting lender expectations, therefore increasing your chances of obtaining a loan. Topics of discussion will include: - Key Questions the Bank Wants Answered -Documents Most Lenders Require -Writing a Business Plan -Developing Financial Projections

Speaker: Mike Pennison, Business Consultant

Location: [LSBDC Greater New Orleans and Bayou Region : Main Office, UNO Jefferson Center, \\*Metairie](#)

Fee: \$ 35.00

#### [Developing a Business Plan](#)

Thursday, March 12, 2015 6:00 PM to 8:30 PM

This workshop is for aspiring entrepreneurs and new ventures. Topics will include: what is a business plan, written vision and mission statement, marketing plan segments, and financial template.

Speaker: Cooper Cochran

Location: [LSBDC Northwest & Central Region, Shreveport](#)

### [MARCH INTO SUCCESS – Matching Funds for Business Growth](#)

Saturday, February 28, 2015 10:00 AM to 11:30 AM

Information on a program offering matching funds ranging from \$2,000 to \$10,000 to support business growth will be presented. The businesses must be located in the 70801, 70805, 70806 or the 70807 zip codes and must provide services or goods to individuals residing in those four zip codes. A total of \$40,000 is available for the matching funds and will be provided on a reimbursable basis. The number of businesses approved for the matching funds will depend upon the size of the individual business awards. Applications will be made available after the presentation. Program representatives will be available to answer questions. Limitations on use of the funds will be discussed during the presentation. The program is sponsored by the Southern University Center for Social Research (Housing and Urban Development- HUD) and the Louisiana Small Business Development Center.

Location: [LSBDC at Southern University: Main Office, \\*Baton Rouge](#)



## EVENTS & WORKSHOPS

### 5 Steps to Secure Financing

Thursday, March 12, 2015 2:30 PM to 5:00 PM

Identifying and securing the financing you need to grow your business can be a daunting task. Learning how to put together a winning funding proposal can make the difference between No and Yes! Learn what to do before approaching a lender. Knowing what the lender is looking for and the questions the lender wants answered will demonstrate your preparedness and improve your chances of obtaining the financing that your business needs. In this seminar, you will learn:

- To identify and assess the financial needs of your business
- To identify sources of capital
- How to prepare the essential documents for a lender or investor
- How to answer the key questions lenders ask

Who should attend this workshop: Business owners who are looking for financing to start or expand their business, who want to develop a winning funding proposal, who have been told by a lender to develop projections and a business plan before applying for the loan, and who have been declined for a loan by a bank.

Speaker: Mike Pennison, Business Consultant

Location: [Terrebonne Parish Library NORTH BRANCH, Large Meeting Room, Gray/Houma](#)

### 5 Steps to Secure Financing

Tuesday, March 17, 2015 4:00 PM to 7:00 PM

Identifying and securing the financing you need to grow your business can be a daunting task. Learning how to put together a winning funding proposal can make the difference between No and Yes! Learn what to do before approaching a lender. Knowing what the lender is looking for and the questions the lender wants answered will demonstrate your preparedness and improve your chances of obtaining the financing that your business needs. In this seminar, you will learn:

- To identify and assess the financial needs of your business
- To identify sources of capital
- How to prepare the essential documents for a lender or investor
- How to answer the key questions lenders ask

Who should attend this workshop: Business owners who are looking for financing to start or expand their business, who want to develop a winning funding proposal, who have been told by a lender to develop projections and a business plan before applying for the loan, and who have been declined for a loan by a bank.

Speaker: Michael Pennison, Business Consultant

Location: [LSBDC Greater New Orleans and Bayou Region : Main Office, UNO Jefferson Center, \\*Metairie](#)

Fee: \$ 40.00

### **Government Contracting**

#### Women Owned Business Certification

Wednesday, March 18, 2015 10:00 AM to 12:00 PM

Women-owned small businesses can begin taking steps to participate in the federal contracting program. At the end of this session, you will have a thorough understanding of the requirements for certification. For more information on Women-Owned Small Business Certification, visit [www.sba.gov/wosb](http://www.sba.gov/wosb).

Location: [Louisiana Technology Park, Baton Rouge](#)

### **Legal Issues**

#### Legal Lunch n Learn: Leasing Space for your Business

Thursday, February 26, 2015 11:30 AM to 1:00 PM

Finding a home for your business can be a challenging experience. Learn from the experts how to navigate the world of commercial leasing along with tips to help you along the way. This workshop will include discussions of: The anatomy of a commercial lease How to negotiate those difficult provisions Successfully working with lessors, brokers and agents to achieve the result you want

Speaker: Philip Claverie, Jr, Phelps Dunbar

Location: [Phelps Dunbar](#)

### **Managing a Business**

#### Business Certifications that can Grow Your Business

Thursday, February 26, 2015 2:30 PM to 5:00 PM

Learn how your business can benefit from CERTIFICATION as a Louisiana SMALL AND EMERGING BUSINESS. Benefits of free SEBD Certification include: Business developmental assistance, entrepreneurial training, marketing, computer skills, accounting, industry-specific assistance and increased procurement opportunities. Learn more about SEBD and other business certification programs. Plan now to attend this free seminar.

Speaker: Mike Pennison, Business Consultant

Location: [Terrebonne Parish Library NORTH BRANCH, Large Meeting Room, Gray/Houma](#)

#### Business Certifications that can Grow Your Business

Thursday, February 26, 2015 5:30 PM to 7:30 PM

Learn how your business can benefit from CERTIFICATION as a Louisiana SMALL AND EMERGING BUSINESS. Benefits of free SEBD Certification include: Business developmental assistance, entrepreneurial training, marketing, computer skills, accounting, industry-specific assistance and increased procurement opportunities. Learn more about SEBD and other business certification programs. Plan now to attend this free seminar.

Location: [South Central Louisiana Technical College: River Parishes Campus, St. John Parish Business Training Center, Reserve](#)

#### Certification: An Overview in Black & White

Wednesday, March 04, 2015 4:00 PM to 6:00 PM

Many firms get lost in the "alphabet soup" of certifications: DBE, WBE, MBE, 8(a), SEBD . . . This seminar focuses on why (or why not) certification as a minority, woman-owned, or disadvantaged business may be beneficial to your company. The Do's and Don'ts of certification are provided in "plain English" to help the small business owner decide which certification is right for his or her business. Then, get prepared for the certification process: learn about the various certification types as well as how and where to apply. Attendees will have an opportunity to ask questions about the processes, benefits and documentation required for certification.

Speaker: Erik Waters, Business Consultant

Location: [LSBDC Greater New Orleans and Bayou Region : Main Office, UNO Jefferson Center, \\*Metairie](#)



## EVENTS & WORKSHOPS

### Marketing and Sales

#### [Internet Brand Basics: Social Media, Search Engine Optimization, Websites](#)

Wednesday, February 25, 2015 10:00 AM to 1:00 PM

Your brand is your key to being recognized in a sea of competitors. How you present yourself via digital media is a crucial part of your business' marketing strategy. As more and more people gravitate towards the Internet to do business, it is important to stake your claim in this new territory and get your brand out there. "Internet Brand Basics" takes a look at how you can use your Website Content, Social Media, Search Engine Optimization and various other tools to market your brand online. This class will give you an overview of how the Internet can increase sales through recognition of your brand as a provider of products or solutions. We will cover why content is important, how social media can generate sales, what search optimization is and how you can bring your business online with little or no cost, aside from your time. "Internet Brand Basics" is the starting point for growing your business' presence in a growing digital world.

Speaker: Erik Waters, Business Consultant

Location: [TruFund Financial Services, Gretna](#)

Fee: \$ 35.00

#### [Google Tools for Your Business: Gmail & Google Docs](#)

Wednesday, March 18, 2015 4:00 PM to 6:00 PM

Managing a small business' communications between its employees, customers, vendors and partners can be a time consuming and costly endeavor. Acquiring, learning and configuring digital and cloud-based tools can take away from time you should be spending on profitability and growth. With easy to use, universally compatible and best of all free tools, Google Gmail and Docs are accessible on day one and immediately change the way you manage your business' communication and documentation needs. This seminar will cover the advantages of Gmail and show you how Google Docs can increase efficiency and reduce cost as you spend more time on your business' growth and less money than on traditional digital solutions.

Speaker: Erik Waters, Business Consultant

Location: [LSBDC Greater New Orleans and Bayou Region : Main Office, UNO Jefferson Center, \\*Metairie](#)

Fee: \$ 25.00

#### [Internet Brand Basics: Social Media, Search Engine Optimization, Websites](#)

Wednesday, March 11, 2015 4:00 PM to 7:00 PM

Your brand is your key to being recognized in a sea of competitors. How you present yourself via digital media is a crucial part of your business' marketing strategy. As more and more people gravitate towards the Internet to do business, it is important to stake your claim in this new territory and get your brand out there. "Internet Brand Basics" takes a look at how you can use your Website Content, Social Media, Search Engine Optimization and various other tools to market your brand online. This class will give you an overview of how the Internet can increase sales through recognition of your brand as a provider of products or solutions. We will cover why content is important, how social

can bring your business online with little or no cost, aside from your time. "Internet Brand Basics" is the starting point for growing your business' presence in a growing digital world.

Speaker: Erik Waters, Business Consultant

Location: [LSBDC Greater New Orleans and Bayou Region : Main Office, UNO Jefferson Center, \\*Metairie](#)

Fee: \$ 35.00

#### [Building Your Brand Online](#)

Friday, February 27, 2015 8:30 AM to 4:00 PM

It's no secret that businesses need a strong online presence in order to compete in the marketplace, but with technology constantly evolving it can be tough to keep up! In this daylong event attendees will be introduced to the latest in online audience engagement and leave with valuable take-a ways directly related to their brand. Sessions include: responsive (mobile-friendly) websites, blogging and content development, email outreach for prospecting and retention and developing a webinar series. Attendees will receive an analysis of their current brand through audience participation exercises and will gain valuable best practices and take-a ways for moving forward. Registered attendees to submit (at least one week prior) all current marketing materials that they may have available: \* Logo (jpg, eps or other digital format) \* Print materials (catalogs, brochures, business cards, menus, etc...) \* Website link(s) \* Social & blog channels (Facebook, Twitter, LinkedIn, Instagram, Pinterest, YouTube, Google+, Tumblr, WordPress, Blogger, etc...) \* Any corporate summaries, growth objectives, vision / mission statements or other material that may be helpful

Speaker: eMerge Marketing Coaches Isaiah Quiroz, Sean Doss and Chelsea Thomas

Location: [LSBDC Greater New Orleans and Bayou Region : Main Office, UNO Jefferson Center, \\*Metairie](#)

Fee: \$ 35.00

### Start-up Assistance

#### [1509: Starting and Financing A Small Business](#)

Thursday, February 26, 2015 11:00 AM to 12:30 PM

Starting and Financing Seminar to Heather Kelly's Art Students at McNeese State University

Speaker: Donna G. Little

Location: [LSBDC at McNeese State University, SEED Center, Lake Charles](#)

#### [1508: Starting & Financing A Small Business](#)

Thursday, February 26, 2015 5:00 PM to 7:00 PM

Free Event. Seating is limited, so please call 337-475-5529.

Location: [LSBDC at McNeese State University: Main Office, SEED Center, \\*Lake Charles](#)



## EVENTS & WORKSHOPS

### [The Brand Driven Marketing Boot Camp Series - Marketing Overview](#)

Thursday, February 26, 2015 5:30 PM to 7:30 PM

The Brand driven boot camp series is designed to provide a reliable, repeatable system for reinventing your marketing as marketing reinvents itself. Take part in this 4-week series on brand marketing, traditional marketing and digital marketing. Now more than ever marketing has been given a boost in how businesses are increasing their bottom dollar. Yet, many small businesses and brands do not have the funds readily available to allocate to this critical space. Learn ways you can build a marketing strategy in house or build upon old marketing practices that will ultimately impact the way you do business with your customers. Take away tools and resources to begin marketing your business immediately, and learn how to better reach your target market. Workshop 1: Marketing Overview February 26, 2015 How has marketing changed over the years and how can you begin to implement and innovate your marketing space for business? Workshop 2: Brand Marketing March 5, 2015 First impressions are lasting. Come out and learn how you can brand your business, services and look for increased sales and services. Re-branding will also be discussed in this workshop. Workshop 3: Digital Marketing Part 1 (online advertising, social media email marketing) March 12, 2015 Just about everyone you know is doing it, but are they doing it right? How effective can digital marketing be to the growth of your business and brand? What are the tools and spaces (some you know and others you most likely do not) you can use to reach your audience. Workshop 4: Self Marketing (public relations) March 19, 2015 Who is going to sell your business better than you! There is an old saying if a tree falls and no one hears it, does the tree actually fall? Come find out ways you can use the power of public relations to market your business. Learn ways you can develop and push your company or individuals inside of your company to the forefront through a simple but yet effective public relations strategy that anyone can do. Small and Emerging Business Development (SEBD) Program provides the managerial and technical assistance training needed to grow and sustain a small business. Before attending the Marketing Brand Driven Marketing Boot Camp Series in February access <http://www.opportunitylouisiana.com/SEBD> website to apply and receive a certificate which must be presented at the first session to receive a partial price for training series.

Speaker: Solid Ground Innovations, LLC

Location: [LSBDC at Southern University: Main Office, \\*Baton Rouge](#)

Fee: \$ 15.00

### [Starting and Financing a Small Business](#)

Thursday, February 26, 2015 6:00 PM to 8:00 PM

This workshop is highly recommended for all individuals interested in determining the feasibility of their business idea, planning to start or have recently started a small business, seeking a small business loan, or wanting to learn more about business planning. Topics of discussion will include writing a business plan, sources of funds for start-up and expansion, small business resources, and required licenses.

Speaker: Cooper Cochran

Location: [NSU Nursing Ed Center, Shreveport](#)

### [Starting & Financing a Small Business](#)

Tuesday, March 03, 2015 5:30 PM to 7:30 PM

This seminar will provide entrepreneurs with a comprehensive overview of the steps to be taken to start a business, the essentials of business planning, and how to determine funding needs for the start-up. Seminar covers: • Items you want to know before starting a business • Preparing for business success • How to start your business • Financing options • Resources for your business

Speaker: Mike Pennison, Business Consultant

Location: [LSBDC Greater New Orleans and Bayou Region : Main Office, UNO Jefferson Center, \\*Metairie](#)

### [How to Form & Register Your Business](#)

Thursday, March 05, 2015 10:00 AM to 12:00 PM

Proper licenses and permits are necessary to operate a business. This seminar teaches how to obtain tax ID numbers, permits, and licenses. The seminar examines the differences between "C" and "S" Corporations, sole proprietorships, partnerships, and LLC's. Elements that business structures are based on are discussed such as taxes, ownership, responsibility, control, risk, operations, and employee requirements. -Advantages & Disadvantages of each Legal Structure -Legal Structure Quiz -Filing Forms for Selecting an Organizational Structure are Provided

Speaker: Al Overman, LSBDC Business Consultant Mark Jeanfreau, Phelps Dunbar

Location: [LSBDC Greater New Orleans and Bayou Region : Main Office, UNO Jefferson Center, \\*Metairie](#)

Fee: \$ 30.00

### [Starting and Financing a Small Business](#)

Thursday, March 05, 2015 10:00 AM to 12:00 PM

This workshop is highly recommended for all individuals interested in starting a business. At the end of this workshop, you will have a thorough understanding of the process of starting a business and will be able to implement a required checklist to start your business. The following topics will be discussed during this workshop: determining the feasibility of a business idea, planning to start a small business, required licenses, writing a business plan, sources of funds for start-up, expansion and small business resources.

Location: [LSBDC at Southern University: Main Office, \\*Baton Rouge](#)

### [Starting and Financing a Small Business](#)

Thursday, March 12, 2015 6:30 PM to 8:30 PM

This workshop is highly recommended for all individuals interested in starting a business. At the end of this workshop, you will have a thorough understanding of the process of starting a business and will be able to implement a required checklist to start your business. The following topics will be discussed during this workshop: determining the feasibility of a business idea, planning to start a small business, required licenses, writing a business plan, sources of funds for start-up, expansion and small business resources.

Location: [Ascension Parish Library - Gonzales Branch, Gonzales](#)



## EVENTS & WORKSHOPS

### [1510: Starting & Financing A Small Business](#)

Wednesday, March 18, 2015 2:00 PM to 4:00 PM

Seminar will be held at the Kinder Community Center. Across the street from the Kinder Chamber of Commerce.

Speaker: Mrs. Susan Thibodeaux

Location: [Chamber of Commerce, Kinder](#)

### [Starting and Financing Your Business](#)

Thursday, March 19, 2015 2:30 PM to 4:30 PM

This workshop is highly recommended for all individuals interested in determining the feasibility of their business idea, planning to start or have recently started a small business, seeking a small business loan, or wanting to learn more about business planning. Topics of discussion will include: -Entrepreneurship Readiness - Sources of Funds for Start-Up -Required Licenses -Writing a Business Plan

Speaker: Mike Pennison, Business Consultant

Location: [Terrebonne Parish Library NORTH BRANCH, Large Meeting Room, Gray/Houma](#)

### [Starting and Financing a Small Business](#)

Saturday, March 21, 2015 6:00 PM to 8:00 PM

This workshop is highly recommended for all individuals interested in determining the feasibility of their business idea, planning to start or have recently started a small business, seeking a small business loan, or wanting to learn more about business planning. Topics of discussion will include writing a business plan, sources of funds for start-up and expansion, small business resources, and required licenses.

Location: [LSBDC at the University of Louisiana at Monroe, Hemphill Hall Room 113, \\*Monroe](#)

## **Technological Innovation**

### [Cyber Security](#)

Thursday, March 05, 2015 12:00 PM to 2:00 PM

A day does not go by where cyber security is not in the news: Target, Home Depot, Sony, the list goes on and on. In fact, according to a recent national survey, cyber security is the number one issue on the minds of American companies. Join us Thursday, March 5th as Drenzic Technology & Consulting, LLC gives local business representatives insights into the some of the latest attacks and how the breeches can affect your bottom line!

Speaker: Ieshea Jones

Location: [LSBDC at ULM Training Event at, West Monroe Chamber of Commerce, West Monroe](#)

Fee: \$ 25.00



**DBE PROFILE**

**BATES MANAGEMENT**

Bates Management’s passion is helping transform cities into smarter cities by enhancing the way they deliver services, safety, citizen experiences and opening up social and economic opportunities. As cities infrastructure degrade and new solutions become available, Bates Management specializes in the Smart Cities initiative by providing technology and financial consulting along with a growing portfolio of monitoring and data analytic services. With all the technology decisions cities face, Bates Management helps cities drive the strategic thought process and ensure the right integrated solutions are evaluated.

Ryan Bates, native of New Orleans and graduate of Morehouse College in Atlanta is the founder of Bates Management. Ryan began his professional career at JPMorgan Asset Management and quickly became series 7 and 63 certified working as a licensed stock trader for institutions and many private clients. Through this experience, he cultivated relationships with like-minded companies and entrepreneurs with in the energy efficiency, the Internet of Everything and the smart cities movement. Ryan began building a network of strategic partners who provide advanced technological hardware and software solutions that focus on connecting data to drive a cities overall strategic decision capability and enhancing the overall community experience.



Today, Bates Management specializes in technologies that network utility meters, streetlights and provide real-time controls within cities and public utilities. Additionally, we have the expertise in leveraging the revenue enhancement these technologies bring into various financial packages including public private partnerships.

**Contact Information:**

**Mr. Ryan Bates**

**Email: [ryanbates@ymail.com](mailto:ryanbates@ymail.com)**

**Bates Management**

**1552 Magazine Street Unit 1**

**New Orleans, LA 70116**

**Telephone: (504) 235-3676**



## NEW CERTIFIED DBE'S

<b>FIRM NAME</b>	<b>OWNER'S NAME</b>	<b>PHONE NUMBER</b>	<b>EMAIL ADDRESS</b>
Lacy Baaheth, LLC	Lacy Baaheth	225-906-9350	lacy@sellswithlacy.com
EOLAS, LLC	Claire Pittman & Jeannette Dubinin	225-439-6011	claire.e.c.pittman@gmail.com
FCS Industries	Ananda Fisher	407-579-1799	fcsindustriescorp@gmail.com
American Property Management	Thomas Williams, Jr.	225-590-7477	twilliams@apmgonline.com
Harrison Law & Associates	Schalyece Harrison	504-486-0300	harrisonandassociates@outlook.com
Bates Management	Ryan Bates	504-235-3676	ryanbates@ymail.com
Cinderella Cleaning	Marcie Herberger	985-727-3636	cindclean@bellsouth.net



## Letting of 3/11/2015 LA DOTD Headquarters

[Proposal: H.003729.6](#) TOOMEY REST AREA IMPROVEMENTS

**DBE Goal:** 15%

**OJT Goal:** 3 Trainees

**CONFERENCE NOTICE TO CONTRACTORS PRE-BID CONFERENCE (MANDATORY ATTENDANCE)** A mandatory project pre-bid conference for all prospective bidders will be held at the I-10 Toomey Rest Area on Wednesday, February, 18, 2015 beginning at 10:30 AM. All prospective bidders are required to attend.

**Description of work:** grading, base course, drainage structures, pcc pavement, asphaltic concrete pavement, building construction, wood, brick veneer, cmu masonry, landscaping, sewage treatment plant, water well, water distribution system, sanitary sewer system, flowable fill, plastic pavement markings, sheet piles, precast concrete piles, treated timber and related work

**Parish(es):** Calcasieu

**Route(s):** I-10

**Federal Number:** H003729

**Estimated Construction Cost:** \$10,000,000 to \$15,000,000

[Proposal: H.003969.6](#) EXISTING 3-LANE TO CONTRABAND BAYOU

**DBE Goal:** 11%

**Description of work:** clearing and grubbing, drainage structures, cold planing asphaltic concrete, pavement patching, class ii base course, superpave asphaltic concrete pavement, and related work.

**Parish(es):** Calcasieu

**Route(s):** LA 1138-02

**Federal Number:** H003969

**Estimated Construction Cost:** \$1,000,000 to \$2,500,000

[Proposal: H.008173.6](#) US 190 and LA 1032 Intersection Improvements

**DBE Goal:** 10%

**Description of work:** clearing and grubbing, grading, drainage structures, cold planing asphaltic concrete, pavement patching, class ii base course, lime treatment, superpave asphaltic concrete overlay, and related work.

**Parish(es):** Livingston

**Route(s):** US 190 AND LA 1032

**Federal Number:** H008173

**Estimated Construction Cost:** \$500,000 to \$1,000,000

[Proposal: H.010491.6](#) I-49: 1.11 MI S LA 485 TO DESOTO P/L

**DBE Goal:** 4%

**OJT Goal:** 1 Trainees

**Description of work:** cold planing asphaltic concrete, pavement patching, superpave asphaltic concrete pavement, and related work.

**Parish(es):** Natchitoches

**Route(s):** I-49; LA 174; LA 485

**Federal Number:** H010491

**Estimated Construction Cost:** \$7,500,000 to \$10,000,000

[Proposal: H.010532.6](#) LA 22: LA 44 – LA 70

**DBE Goal:** 4%

**Description of work:** cold planing asphaltic concrete, pavement patching, lime treatment, in-place cement treated base course, pavement widening, asphaltic surface treatment, superpave asphaltic concrete overlay, and related work.

**Parish(es):** Ascension

**Route(s):** LA 22

**Federal Number:** H010532

**Estimated Construction Cost:** \$1,000,000 to \$2,500,000

[Proposal: H.011407.6](#) District 02H Controllor Upgrade

**Description of work:** traffic signalization and related work.

**Parish(es):** Lafourche; Terrebonne

**Federal Number:** H011407

**Estimated Construction Cost:** \$250,000 to \$500,000

[Proposal: H.011470.6](#) I-10 ITS Fire Damage

**Description of work:** intelligent transportation system, fiber optic cable and conduit, and related work.

**Parish(es):** St. John

**Route(s):** I-10

**Estimated Construction Cost:** \$250,000 to \$500,000



**Advertisements & Addendums**

<b><u>Date</u></b>	<b><u>Project No.</u></b>	<b><u>Project Name</u></b>	<b><u>Parish(es)</u></b>	<b><u>Closing Date</u></b>
2/16/15	4400005673	I-49 South @ Verot School Road	Lafayette	3/4/15
2/16/15	4400005673	I-49 South @ Verot School Road	Lafayette	3/4/15
2/16/15	4400005771	Retainer Contract For Bridge Preservation	Statewide	3/4/15
2/16/15	4400005771	Retainer Contract For Bridge Preservation	Statewide	3/4/15
2/16/15	4400005771	Retainer Contract For Bridge Preservation	Statewide	3/4/15

## Bid Results for the Letting of 2/11/2015 LA DOTD Headquarters

### **H.003758.6-R1 (DBE Goal Project) I-10 ACCESS ROAD IN CROWLEY**

CLEARING AND GRUBBING, GRADING, DRAINAGE STRUCTURES, COLD PLANING ASPHALTIC CONCRETE, PAVEMENT PATCHING, CLASS II BASE COURSE, LIME TREATMENT, PAVEMENT WIDENING, SUPERPAVE ASPHALTIC CONCRETE OVERLAY, AND RELATED WORK.

Parish(es): Acadia

Route(s): I-10 & LA 1111

Federal Number: H003758

Estimated Construction Cost: \$3,878,801.00

Apparent Low Bidder:	W. E. MCDONALD & SON, LLC.	\$3,499,158.20
	PO BOX 787	
	GLENMORA, LA 71433-0787	

### **H.009979.6 (SBE Goal Project) HESTER ROAD BRIDGE OVER PINEY CREEK**

CLEARING AND GRUBBING, CLASS II BASE COURSE, SUPERPAVE ASPHALTIC CONCRETE PAVEMENT, CONCRETE SLAB SPAN BRIDGE (CAST-IN-PLACE) AND RELATED WORK.

Parish(es): Caldwell

Federal Number: H009979

Estimated Construction Cost: \$385,607.50

Apparent Low Bidder:	W. E. MCDONALD & SON, LLC.	\$369,777.60
	PO BOX 787	
	GLENMORA, LA 71433-0787	

### **H.010095.6 LA 515: LA 514 to US 71**

DRAINAGE STRUCTURES, COLD PLANING ASPHALTIC CONCRETE, PAVEMENT PATCHING, LIME TREATMENT, SUPERPAVE ASPHALTIC CONCRETE OVERLAY, AND RELATED WORK.

Parish(es): Bossier, Red River

Route(s): LA 515

Estimated Construction Cost: \$2,416,449.71

Apparent Low Bidder:	Best-Yet Builders, Llc	\$2,352,579.74
	3820 W. 70TH ST.	
	SHREVEPORT, LA 71108	

### **H.010213.6 (DBE Goal Project) LA 182: IBERIA P/L - LA 670**

CLEARING AND GRUBBING, DRAINAGE STRUCTURES, COLD PLANING ASPHALTIC CONCRETE, PAVEMENT PATCHING, SUPERPAVE ASPHALTIC CONCRETE OVERLAY, AND RELATED WORK.

Parish(es): St. Mary

Route(s): LA 182

Federal Number: H010213

Estimated Construction Cost: \$2,875,527.87

Apparent Low Bidder:	Diamond B Construction Co., L.L.C.	\$3,473,472.47
	PO BOX 7618	
	ALEXANDRIA, LA 71306	



**Bid Results for the Letting of 2/11/2015 LA DOTD Headquarters**

**H.010508.6** LA 3137: LA 39 - FERRY LANDING ROAD  
DRAINAGE STRUCTURES, COLD PLANING ASPHALTIC CONCRETE, PAVEMENT PATCHING, SUPERPAVE ASPHALTIC CONCRETE PAVEMENT, AND RELATED WORK.

Parish(es): Plaquemines

Route(s): LA 3137

Estimated Construction Cost: \$894,355.38

Apparent Low Bidder: \$796,671.95  
Barriere Construction Co., LLC  
PO BOX 1576  
BOUTTE, LA 70039

**H.010690.6-R1** M/V CAP'N. NEVILLE LEVY MODIFICATIONS AND IMPROVEMENTS

Modifications and improvements to the Louisiana DOTD ferryboat M/V Capt. Neville Levy to repower the vessel, modify various mechanical systems and repair/remove damaged or deteriorated areas on the vessel. All work shall meet the requirements of good marine practice and the applicable US Coast Guard Regulations.

Parish(es): Statewide

Federal Number: H010690

Estimated Construction Cost: \$2,012,900.00

Apparent Low Bidder: \$2,015,826.00  
Bollinger Quick Repair LLC  
615 DESTREHAN AVE.  
HARVEY, LA 70058

**H.011042.6 (DBE Goal Project)** LA 450: LA 25 - LA 16

Removal of Timber Bridge, Clearing and Grubbing, In-Place Cement Treated Base Course, Cold Planing Asphaltic Pavement, Superpave Asphaltic Concrete Pavement, Drainage Structures, Reinforced Concrete Box Culverts (Precast) and Headwalls, and Related Work.

OJT Goal: 2 Trainees

Parish(es): St. Tammany, Washington

Route(s): LA 450

Federal Number: H011042

Estimated Construction Cost: \$4,110,381.85

Apparent Low Bidder: \$3,593,426.18  
Barriere Construction Co., LLC.  
407 CC ROAD  
FRANKLINTON, LA 70438

**H.011050.6** LA 952: LA 10 - LA 68

DRAINAGE STRUCTURES, COLD PLANING ASPHALTIC CONCRETE, PAVEMENT PATCHING, IN-PLACE CEMENT TREATED BASE COURSE, ASPHALTIC SURFACE TREATMENT, SUPERPAVE ASPHALTIC CONCRETE PAVEMENT, AND RELATED WORK.

Parish(es): East Feliciana

Route(s): LA 952

Estimated Construction Cost: \$5,379,241.89

Apparent Low Bidder: \$4,834,442.70  
Barber Bros. Contracting Co., L.L.C  
PO BOX 66296  
BATON ROUGE, LA 70896



## Bid Results for the Letting of 2/11/2015 LA DOTD Headquarters

**H.011053.6** LA 3063: SHORT ST - S SERVICE RD  
DRAINAGE STRUCTURES, COLD PLANING ASPHALTIC CONCRETE, PAVEMENT PATCHING, SUPERPAVE ASPHALTIC CONCRETE OVERLAY, AND RELATED WORK

Parish(es): Calcasieu

Route(s): LA 3063

Estimated Construction Cost: \$820,588.46

Apparent Low Bidder:

R. E. Heidt Construction Co., LLC  
4412-A MAPLEWOOD DRIVE  
SULPHUR, LA 70663

\$754,033.37

**H.011055.6** LA 1156 & LA 3206: JCT LA 112 TO LA 10/112  
CLEARING AND GRUBBING, GRADING, DRAINAGE STRUCTURE, COLD PLANING ASPHALTIC CONCRETE, PAVEMENT PATCHING, PAVEMENT WIDENING, SUPERPAVE ASPHALTIC CONCRETE PAVEMENT, AND RELATED WORK.

Parish(es): Allen

Route(s): LA 1156, LA 3206

Estimated Construction Cost: \$887,989.50

Apparent Low Bidder:

GILCHRIST CONSTRUCTION CO. LLC  
PO BOX 5699  
ALEXANDRIA, LA 71307

\$926,076.45

**H.011210.6 (DBE Goal Project)** LA 22: DIVERSION CANAL - LA 16  
COLD PLANING ASPHALTIC CONCRETE, LIME TREATMENT, IN-PLACE CEMENT STABILIZED BASE COURSE, SUPERPAVE ASPHALTIC CONCRETE PAVEMENT AND RELATED WORK

Parish(es): Livingston

Route(s): LA 22

Federal Number: H011210

Estimated Construction Cost: \$820,421.75

Apparent Low Bidder:

Barriere Construction Co., LLC  
11328 Cedar Park Avenue  
BATON ROUGE, LA 70809  
(225)753-1121

\$698,331.40

**H.011270.6** I-10: Pavement Marking Replacement III  
PAVEMENT MARKING REPLACEMENT AND RELATED WORK.

Parish(es): Acadia, Lafayette

Route(s): I-10

Federal Number: H011270

Estimated Construction Cost: \$177,510.00

Apparent Low Bidder:

Southern Synergy LLC  
1105 BERT STREET  
LAPLACE, LA 70068

\$206,110.00



**Bid Results for the Letting of 2/11/2015 LA DOTD Headquarters**

**H.011399.6 LA 367: LA 1113 - LA 365**

CLEARING AND GRUBBING, GRADING, DRAINAGE STRUCTURES, COLD PLANING ASPHALTIC CONCRETE, PAVEMENT PATCHING, LIME TREATMENT, IN-PLACE CEMENT STABILIZED BASE COURSE, SUPERPAVE ASPHALTIC CONCRETE OVERLAY, AND RELATED WORK.

Parish(es): Acadia

Route(s): LA 367

Estimated Construction Cost: \$4,789,444.25

Apparent Low Bidder:

W. E. MCDONALD & SON, LLC.  
PO BOX 787  
GLENMORA, LA 71433-0787

\$3,963,777.83

**H.011414.6 LA 1146: 0.6 MI E US 171 - BEAUREGARD P/L**

GRADING, DRAINAGE STRUCTURES, COLD PLANING ASPHALTIC CONCRETE, PAVEMENT PATCHING, PAVEMENT WIDENING, SUPERPAVE ASPHALTIC CONCRETE PAVEMENT, AND RELATED WORK

Parish(es): Vernon

Route(s): LA 1146

Estimated Construction Cost: \$2,508,605.50

Apparent Low Bidder:

Diamond B Construction Co., L.L.C.  
PO BOX 7618  
ALEXANDRIA, LA 71306

\$2,387,050.29

**H.011416.6 LA 610: LA 555 - 4 MILES EAST**

DRAINAGE STRUCTURES, COLD PLANING ASPHALTIC CONCRETE, PAVEMENT PATCHING, SUPERPAVE ASPHALTIC CONCRETE OVERLAY, AND RELATED WORK.

Parish(es): Franklin

Route(s): LA 610

Estimated Construction Cost: \$910,464.40

Apparent Low Bidder:

D & J CONSTRUCTION CO., LLC  
PO BOX 1889  
WEST MONROE, LA 71294

\$943,135.78

**H.011419.6 LA 903: US 425 - END OF MAINTENANCE**

DRAINAGE STRUCTURES, COLD PLANING ASPHALTIC CONCRETE, PAVEMENT PATCHING, SUPERPAVE ASPHALTIC CONCRETE PAVEMENT, AND RELATED WORK.

Parish(es): Concordia

Route(s): LA 903

Estimated Construction Cost: \$652,254.48

Apparent Low Bidder:

W. E. BLAIN & SONS, INC.  
693 HWY 61 N  
NATCHEZ, MS 39120

\$699,547.56

**H.011427.6 LA 1172: LA 376 - LA 13**

DRAINAGE STRUCTURES, COLD PLANING ASPHALTIC CONCRETE, LIME TREATMENT, PAVEMENT PATCHING, IN-PLACE CEMENT STABILIZED BASE COURSE, ASPHALTIC SURFACE TREATMENT, SUPERPAVE ASPHALTIC CONCRETE PAVEMENT, AND RELATED WORK.

Parish(es): Evangeline

Route(s): LA 1172

Estimated Construction Cost: \$3,831,218.28

Apparent Low Bidder:

W. E. MCDONALD & SON, LLC.  
PO BOX 787  
GLENMORA, LA 71433-0787

\$3,035,124.97



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## *What can SJB Group do for You?*

SJB Group, LLC can provide **free assistance** to certified LADOT DBE firms in the following areas:

**SJB Group can assist you by:** preparing company business cards, profile sheets, and providing information on recommended target areas for your marketing efforts.

**By acting as a liaison** between the DBE Contractor and Prime Contractor for project information, and in problems occurring on the jobsite.

**By informing** of upcoming LADOT lettings, and project information for other agencies throughout the state. SJB can assist you in locating bid tabulation information as well.

**By providing** assistance and guidance on material takeoffs, bid preparation and estimating, project scheduling, and planning for projects that DBE firms are bidding or plan to bid in the near future.

**By helping** with office computer operations to include trouble-shooting problems, Internet access and software installation, and basic to technical computer training.

**By assisting** in financial areas such as loan and bond package preparations, company financial statements, business plan preparation, and SBA 8(a) and Hub-Zone certification packages.